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SSN: 067180743

FITNESS REPORT

SECTION A		GENERAL INFORMATION			
1. EMPLOYEE NUMBER 064818	2. NAME (Last, first, middle) Joannides, George E.	3. DATE OF BIRTH 5 Jul 22	4. SEX M	5. GRADE GS16	6. SD DYG
7. OFFICIAL POSITION TITLE Operations Officer, Chief		8. OFF/DIV/BR OF ASSIGNMENT DDO/EA/Staff A	9. CURRENT STATION Hqs		10. CODE (Ck. I) HQS. DF
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
☒ CAREER	☐ RESERVE	☐ TEMPORARY	☐ INITIAL	☐ ANNUAL	☒ REASSIGNMENT Employee
☐ CONTRACT	☐ SPECIAL	☐ OTHER	13. REPORTING PERIOD (FROM-TO) 1 Jan - 19 June 1978		14. DATE REPORT DUE IN O.P.

SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong Performance is characterized by exceptional proficiency.

O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Chief, Staff A, EA Division	RATING LETTER S
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

S

FORM 45 USE PREVIOUS EDITIONS
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SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in (Section C) to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

During the period under review, Mr. Joannides served as Chief, Staff A (Operations Evaluation and Management Staff) of East Asia Division. Staff A is responsible for ensuring that management mechanisms of the Division conform to DDO requirements, and providing guidance to Division components on the concepts and implementation of Management by Objective and Zero Base Budgeting. Staff A supervises the formulation/review of the Division's operating program and budget, including recommendations on allocation of resources and reprogramming thereof. This unit also coordinates the preparation of Operating Directives for Division field stations and processes requests covering the Freedom of Information and Privacy Acts.

As will be seen from the above description of the Staff's duties and responsibilities, the component bears a heavy responsibility for carefully monitoring Division resources and preparing the Division's program reviews. Under Mr. Joannides' direction, the Staff met all of its deadlines, stayed abreast of new guidance and instructions on zero base budgeting, and provided support to the branches on all aspects of resource management. Mr. Joannides provided very able management to his Staff, and properly delegated authority to the members of his Staff. As a consequence, his deputy was able to take over on Mr. Joannides' departure with no loss in efficiency. The product from his Staff which reached Division management was always well prepared and fully

--Continued--

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	3, 5, 13, 20, 21, 22	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
20 September 1978	DCEA	Marvada F. Buell

2. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	5 Oct '78	George E. Joannides

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL		
See attached reviewing comments.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 SEP 1978	Chief, East Asia Division	William J. Graver

4. BY EMPLOYEE

I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE ☐ HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	5 Oct '78	George E. Joannides

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SECTION D NARRATIVE COMMENTS - George E. Joannides (Cont'd)

responsive to requirements. This was due to Mr. Joannides' own high standards of performance and excellent management techniques. Mr. Joannides is a hard-working and dedicated officer, and his overall performance during the period under review was an unqualified Strong. He has moved on to another assignment outside of the Division; we are certain that he will make an equally valuable contribution in his new position.

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ATTACHMENT TO FITNESS REPORT: George E. Joannides

Section E-3 -- Comments of Reviewing Official

As I have stated in the previous two fitness reports, Mr. Joannides is an extremely effective executive. He has managed the staff for which he was responsible up to the time of his reassignment in a superior fashion, insuring that that staff met its responsibilities both in terms of quality and timeliness of product. Mr. Joannides has also shown himself to be a creative thinker, devising reporting and presentation methodology useful both in managing elements of the East Asia Division and in providing assessments of Division performance to higher authority. He has maintained productive relationships with other offices of the Agency and with representatives of other Government agencies pertinent to his area of responsibility, which have facilitated the achievement of his assigned tasks.

Mr. Joannides is also a very effective supervisor, solicitous of the welfare of his subordinates and attentive to their well-being, at the same time requiring of them a high level of performance.

In short, Subject is an excellent manager and senior executive well versed in all aspects of the Clandestine Intelligence Service, who has performed a key function in this Division in an extremely effective manner. I concur with the Rating Officer and endorse without qualification an overall rating of "Strong."

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